

2014

Department of Safety
& Homeland Security

INSPECTIONAL SERVICES BUREAU INTERNAL INVESTIGATIONS UNIT



ISB ANNUAL REPORT

This report provides statistical data regarding administrative investigations, citizen complaints, vehicle pursuits, patrol crashes, use of force incidents, and firearm discharge incidents, etc. within the Department of Safety and Homeland Security from January 2014-December 2014.



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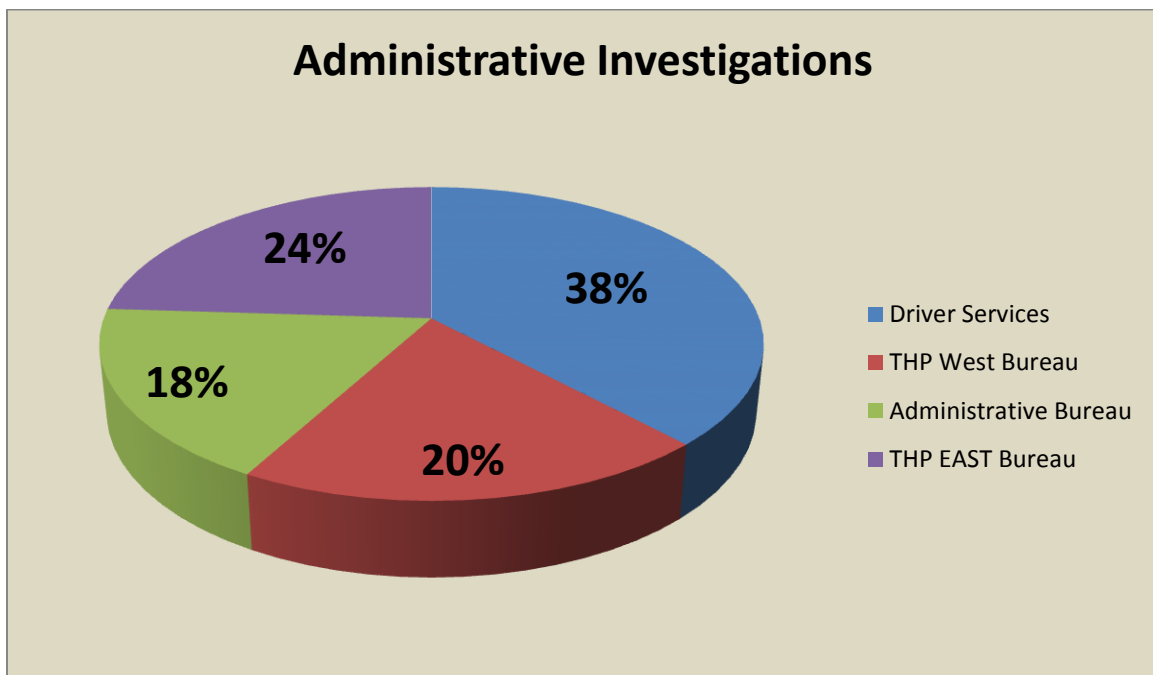


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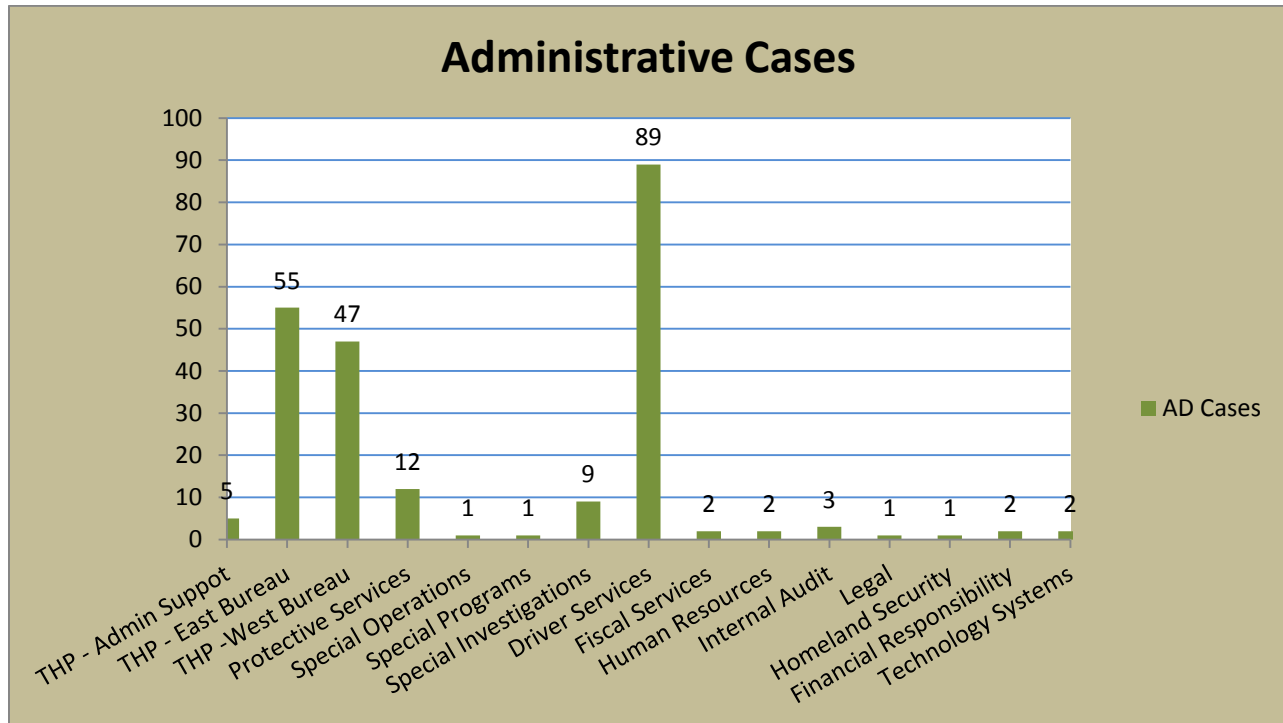
ADMINISTRATIVE INVESTIGATIONS (AD)

The Inspectional Services Bureau handled 232 Administrative Investigations (AD) during the 2014 calendar year. The distributions of the AD cases per Bureau are as follows: Driver Services 38%; THP West Bureau 20%; Administrative (ADM) Bureau 18%; and THP East Bureau 24%. Refer to the graphs and charts on the following pages for a breakdown of the distribution of the ADM cases, as well as, the disposition of the AD cases.





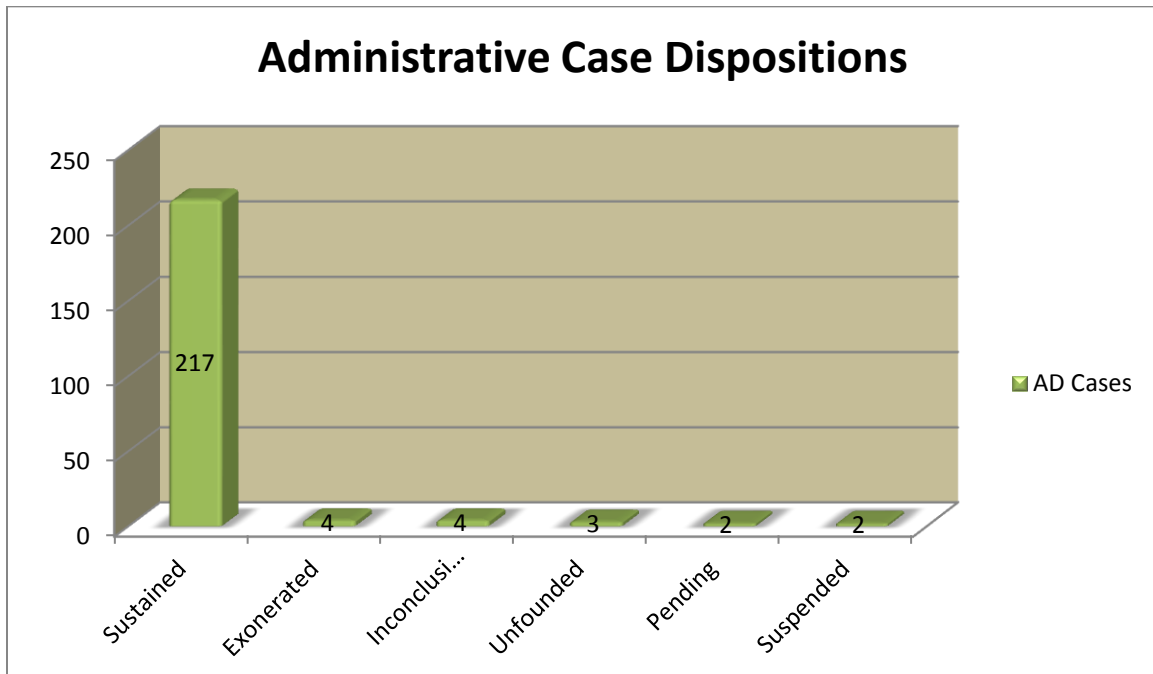
Statewide Distribution of Administrative Investigations by Unit



THP - Admin Support	5	2.1%
THP - East Bureau	55	23.7%
THP - West Bureau	47	20.6%
Protective Services	12	5.6%
Special Operations	1	0.3%
Special Programs	1	0.3%
Special Investigations	9	3.9%
Driver Services	89	38.4%
Fiscal Services	2	0.8%
Human Resources	2	0.8%
Internal Audit	3	1.3%
Legal	1	0.3%
Homeland Security	1	0.3%
Financial Responsibility	2	0.8%
Technology Systems	2	0.8%
Total	232	100.0%



Disposition of Administrative Investigation Cases



AD Case Disposition	AD Cases	Percent
Sustained	217	93.5%
Exonerated	4	1.7%
Inconclusive	4	1.7%
Unfounded	3	1.3%
Pending	2	0.9%
Suspended	2	0.9%
Total	232	100.0%

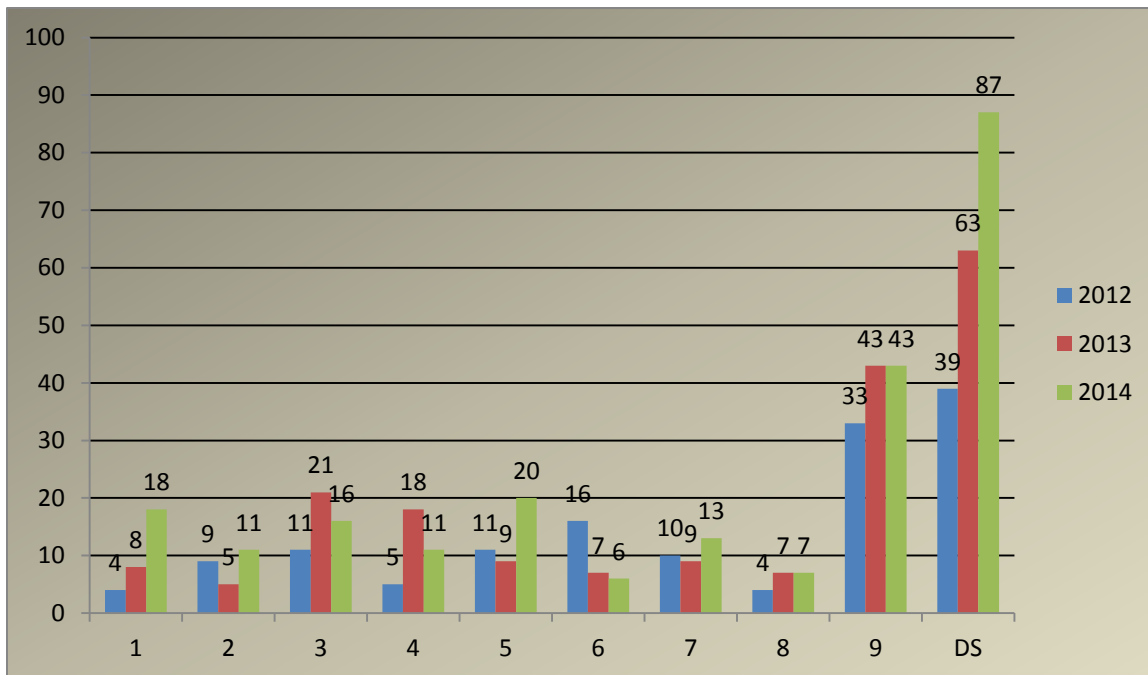
There are two (2) pending and two (2) suspended Administrative Investigation (AD) cases for 2014. The status of the cases is as follows:

Two (2) Pending Cases: Use of Force/Shooting: awaiting District Attorney opinion.

Two (2) Suspended Cases: Failure to Follow Orders & Untruthfulness: Trooper on FMLA.



2012-2014 Administrative Case Trend Analysis

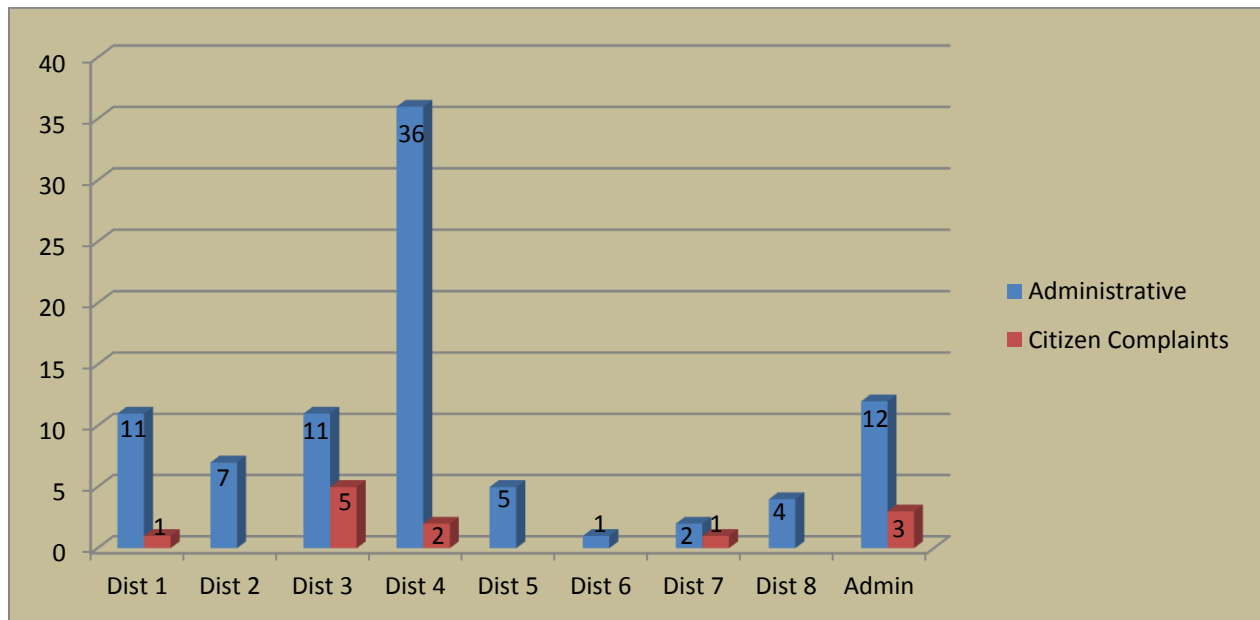


District	2012 AD Cases	2012 % of AD Cases per District	2013 AD Cases	2013 % of AD Cases per District	2014 AD Cases	2014 % of AD Cases per District	2012/2013 +/- Change Number of Cases	2012/2013 Percentage Difference	2013/2014 +/- Change Number of Cases	2013/2014 Percentage Difference
1	4	2.8%	8	4.2%	18	7.8%	+4	100%	+10	125.0%
2	9	6.3%	5	2.6%	11	4.7%	-4	-44.4%	+6	120.0%
3	11	7.7%	21	11.1%	16	6.9%	+10	90.9%	-5	-23.8%
4	5	3.5%	18	9.5%	11	4.7%	+13	260%	-7	-38.9%
5	11	7.7%	9	4.7%	20	8.6%	-2	-18.2%	+11	122.2%
6	16	11.3%	7	3.7%	6	2.6%	-9	-56.3%	-1	-14.3%
7	10	7.0%	9	4.7%	13	5.6%	-1	-10%	+4	44.4%
8	4	2.8%	7	3.7%	7	3.1%	+3	75%	0	0.0%
*9	33	23.4%	43	22.6%	41	17.6%	+10	30.3%	-2	-4.7%
DS	39	27.5%	63	33.2%	89	38.4%	+24	61.5%	+26	41.3%
Totals	142	100.0%	190	100.0%	232	100.0%				

***District 9 consists of the following: THP-Admin Support, Protective Services, THP – Special Operations, Special Programs, Fiscal Services, Human Resources, Internal Audit, Technology Systems, Financial Responsibility, Special Investigations, Legal, and Homeland Security.**



Distribution of Driver Services Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
1	11	12.6%	1	8.3%	12
2	7	7.9%	0	0.0%	7
3	11	12.0%	5	41.7%	16
4	36	40.5%	2	16.7%	38
5	5	5.6%	0	0.0%	5
6	1	1.2%	0	0.0%	1
7	2	2.2%	1	8.3%	3
8	4	4.5%	0	0.0%	4
Admin	12	13.5%	3	25.0%	12
Total	89	100.0%	12	100.0%	101

- 46.1% of the Administrative Investigation cases for Driver Services are for unsatisfactory job performance incidents. Up 4.8% from 2013.
- Behavioral/Inappropriate Conduct violations represent 21.3% of the cases. Up 5.4% from 2013.

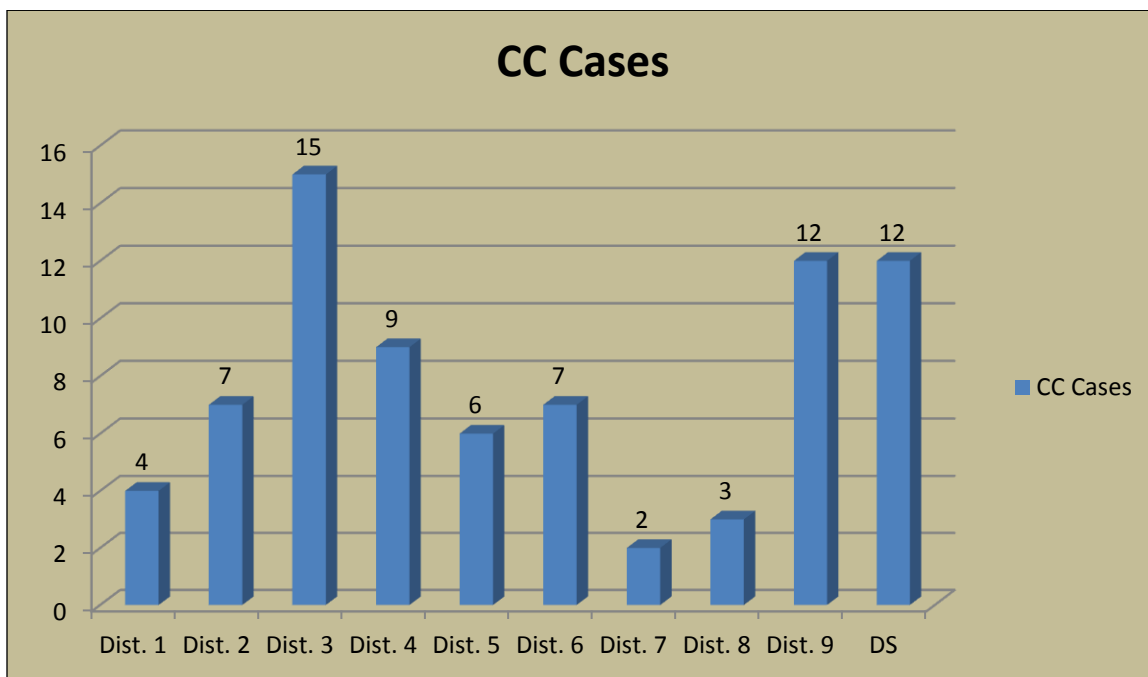
Administrative Violation Types	# of AD Cases	% of Total
Arrested	3	3.4%
Behavioral/Conduct	19	21.3%
Job Performance	41	46.1%
Reporting for Duty/Attendance	12	13.5%
Insubordination/Following Orders	5	5.6%
Funds Management	9	10.1%
Totals	89	100.0%



Citizen Complaints (CC) by THP Districts & Driver Services (DS)

Citizen Complaints (CC) are complaints made by the general public that alleges an employee of the Department has violated a rule, policy, or procedure. ISB began tracking Citizen Complaints in 2013. The Department received 77 CC complaints during 2014 and the charts that follow provide a breakdown of the distribution of these complaints across the state.

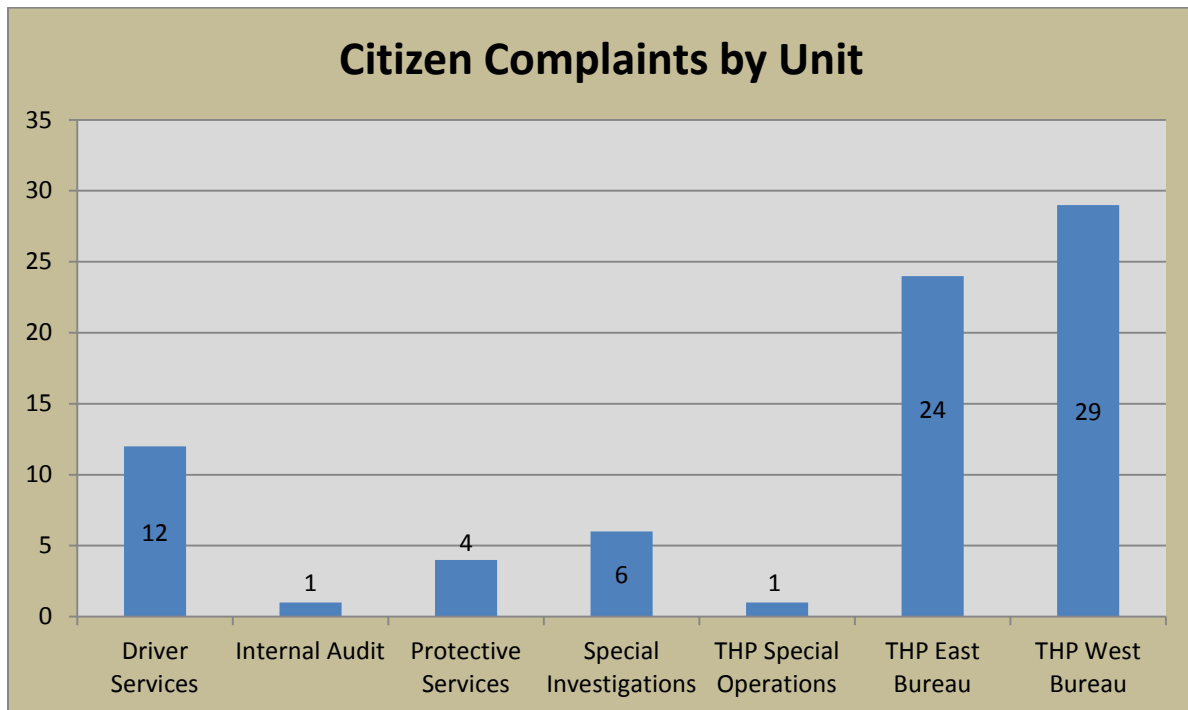
District	Citizen Complaints	% Per District
1	4	5.2%
2	7	9.1%
3	15	19.5%
4	9	11.5%
5	6	7.7%
6	7	9.1%
7	2	2.6%
8	3	3.9%
9	12	15.7%
DS	12	15.7%
Totals	77	100.0%





Statewide Distribution of Citizen Complaints by Unit

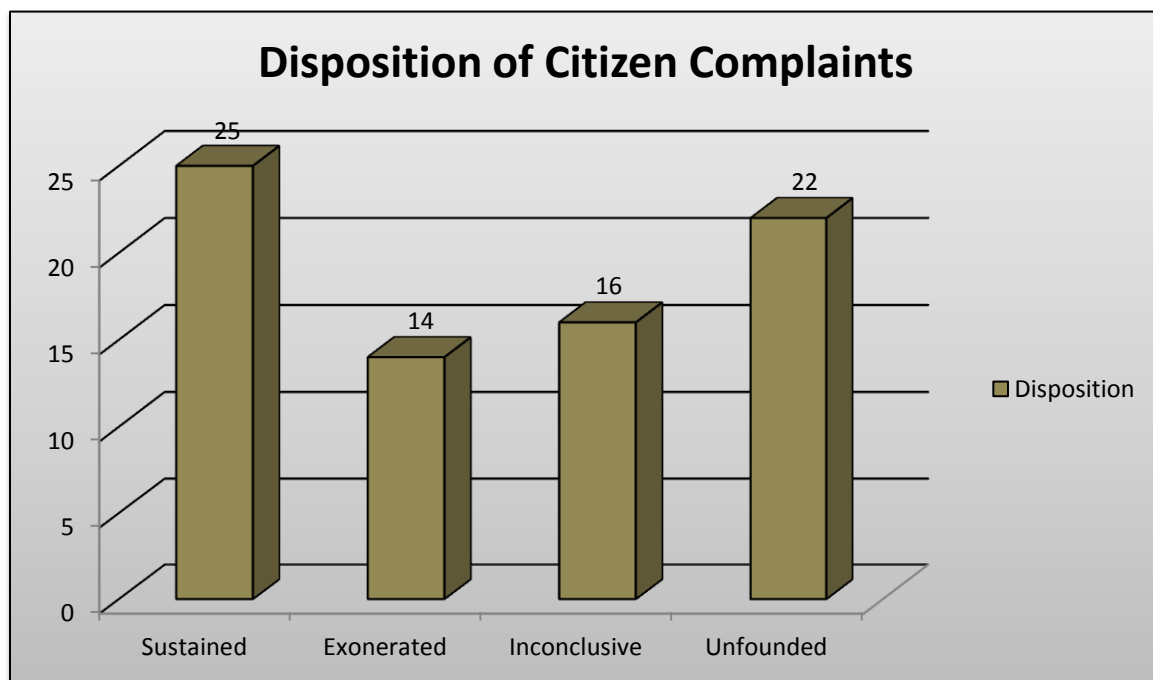
Driver Services	12	15.6%
Internal Audit	1	1.3%
Protective Services	4	5.2%
Special Investigations	6	7.8%
THP Special Operations	1	1.3%
THP East Bureau	24	31.2%
THP West Bureau	29	37.6%
Total	77	100.0%





Disposition of Citizen Complaints

CC Case Disposition	CC Cases	CC Percentage
Sustained	25	32.5%
Exonerated	14	18.2%
Inconclusive	16	20.7%
Unfounded	22	28.6%
Totals	77	100.0%



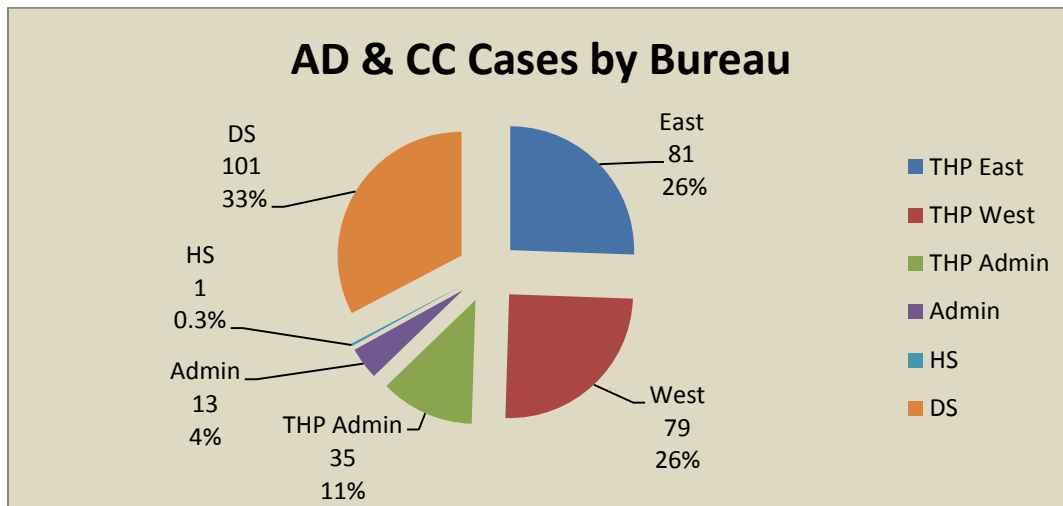


Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	55	24	79
THP West	48	29	77
*THP Admin	27	11	38
**Admin	12	1	13
DS	89	12	101
HS	1	0	1
Totals	232	77	309

*THP Admin. Consist of the following: Admin. Support THP, Protective Services, Special Investigations, & Special Operations

**Admin. Consist of the following: Financial Responsibility, Fiscal Services, Human Resources, Internal Audit, Legal, & Technology Systems

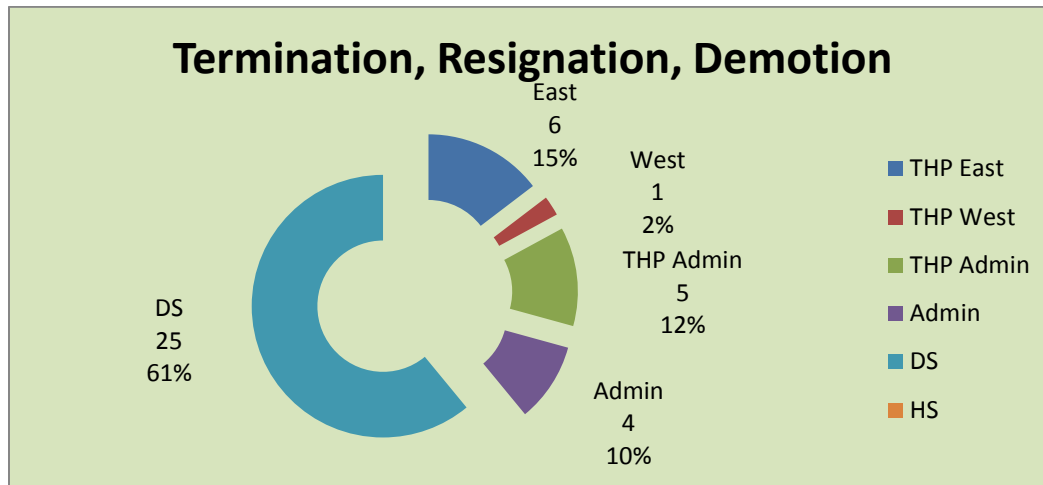


Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	Total AD & CC	Total Percentage
Sustained	217	93.5%	25	32.5%	242	78.3%
Exonerated	4	1.7%	14	18.2%	18	5.8%
Inconclusive	4	1.7%	16	20.7%	20	6.5%
Unfounded	3	1.4%	22	28.6%	25	8.1%
Pending	4	1.7%	0	0%	4	1.3%
Totals	232	100.0%	77	100.0%	309	100.0%



Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

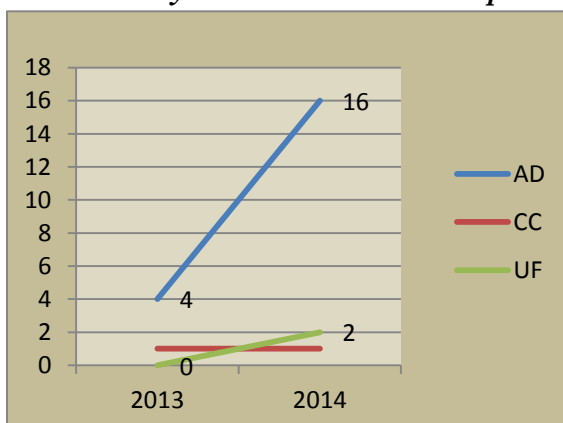
A. Terminations, Resignations & Demotions:



Bureau	AD Cases	CC Cases	Total AD & CC	Terminated	Probationary Terminations	Resigned	Demoted	Totals	Discretionary Leave
THP East	55	24	79	3	0	2	1	6	8
THP West	48	29	77	0	0	1	0	1	2
THP Admin	27	11	38	5	0	0	0	5	1
Admin	12	1	13	3	1	0	0	4	0
DS	89	12	101	2	17	5	1	25	8
HS	1	0	1	0	0	0	0	0	0
Totals	232	77	309	13	18	8	2	41	19

Comparing 2013 to 2014, the Department saw an 8% increase in Terminations, a 100% increase in Resignations, and a 50% decrease in Demotions. Also, in 2014, the Department began tracking all Probationary Terminations, which is a new category.

B. Discretionary Leave 2013-2014 Comparison:



During calendar year 2014, there was an increase in the number of employees placed on Discretionary Leave. There were 19 employees placed on Discretionary Leave this year in comparison to 5 employees during 2013. This represents a 280% increase.



C. Appeal Hearings:

Of the 309 cases processed by the Inspectional Services Bureau, 76 cases were appealable, and only 15 cases were appealed. Of those appealed, one appeal was found to be invalid and therefore not appealable; the disciplinary actions in eight cases were upheld; one appeal was overturned and two were reduced at the Step I Appeal level. Of the fifteen cases, six were appealed to the Step II Appeal level, in which the disciplinary action in four of those cases was upheld and the disciplinary action in the two cases were reduced in penalty. Of the 15 cases, nine cases were appealable to Step III Appeal level, and only three cases were appealed to the Step III Board of Appeals. Of those appeals all three were upheld.

See chart below for further information.

District	Final Appeal Decisions
THP-7	Termination upheld at the Step I Appeal level
THP-3	5-Days Suspension without pay was upheld at the Step I Appeal Level
DS-4	5-Days Suspension without pay was upheld at the Step I Appeal Level
DS-4	Termination upheld at the Step I Appeal level
THP-9	2-Days Suspension without pay was upheld at the Step I Appeal level
DS-1	Termination upheld at the Step I Appeal level
DS-2	Overtured at the Step I Appeal
THP-1	Step I Appeal request deemed invalid due to no rule or policy violation identified
IT	1-Day Suspension without pay was reduced to a written warning at the Step I Appeal Level
Fin. Resp.	2-Days Suspension without pay was reduced to an 1-Day Suspension without pay at the Step I Appeal Level
Fin. Resp.	2-Days Suspension without pay was reduced to an 1-Day Suspension without pay at the Step II Appeal Level



District	Final Appeal Decisions
THP-3	10-Days Suspension without pay was reduced to a 5-Day Suspension without pay at the Step II Appeal Level
Spec. Invest.	Termination was upheld at all appeal levels (Step I Appeal, Step II Appeal, and Step III Board of Appeals)
DS-8	Termination was upheld at all appeal levels (Step I Appeal, Step II Appeal, and Step III Board of Appeals)
THP-6	Demotion was upheld at all appeal levels (Step I Appeal, Step II Appeal, and Step III Board of Appeals)

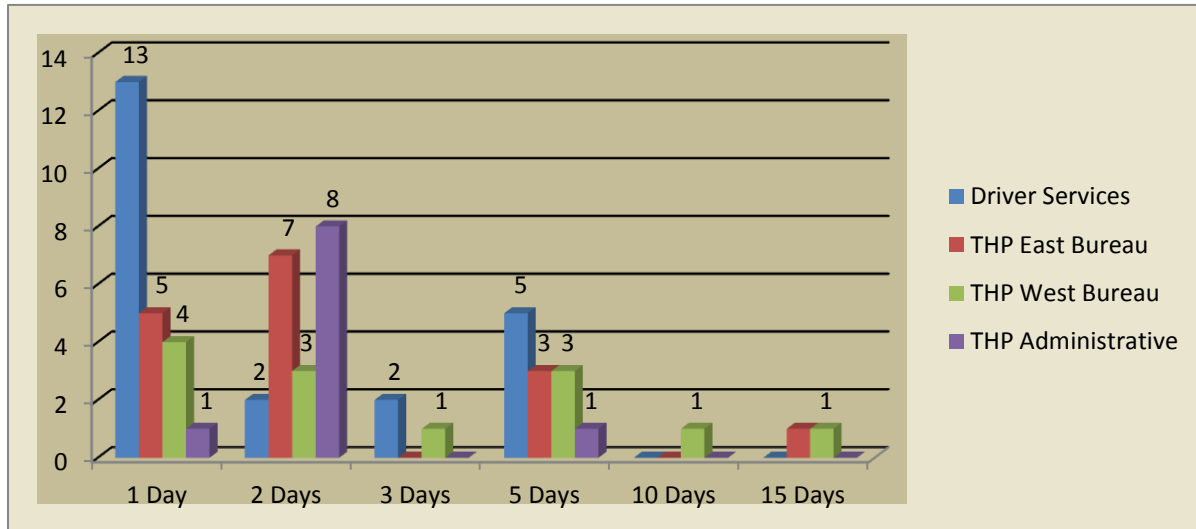
D. Written Reviews:

During the 2014 calendar year, 84 written warnings were processed by the Inspectional Services Bureau. Only 1 written review was requested that resulted in the disciplinary action being upheld.



Suspensions: Distribution

The statewide distribution of suspensions charted below shows there were a total of 61 suspensions during the calendar year of 2014. The distribution of these suspensions by sections and number of days suspended is shown in the graphs below.



Suspensions	Driver Services	THP East Bureau	THP West Bureau	THP Administrative	Grand Total 2014	Grand Total 2013	2013/2014 +/- Change Number of Cases	2013/2014 Percentage Difference
1 Day	13	5	4	1	23	17	+6	+35.3%
2 Days	2	7	3	8	20	12	+8	+66.7%
3 Days	2	0	1	0	3	4	-1	-25.0%
5 Days	5	3	3	1	12	13	-1	-7.7%
10 Days	0	0	1	0	1	2	-1	-50.0%
15 Days	0	1	1	0	2	2	0	0%
20 Days	0	0	0	0	0	1	-1	-100.0%
Totals	22	16	13	10	61	51	+10	+19.6%
Percentage of Suspensions	36.1%	26.2%	21.3%	16.4%	100.0%			

The Department had 61 employees suspended in 2014 when compared to the 51 employees who were suspended in 2013.



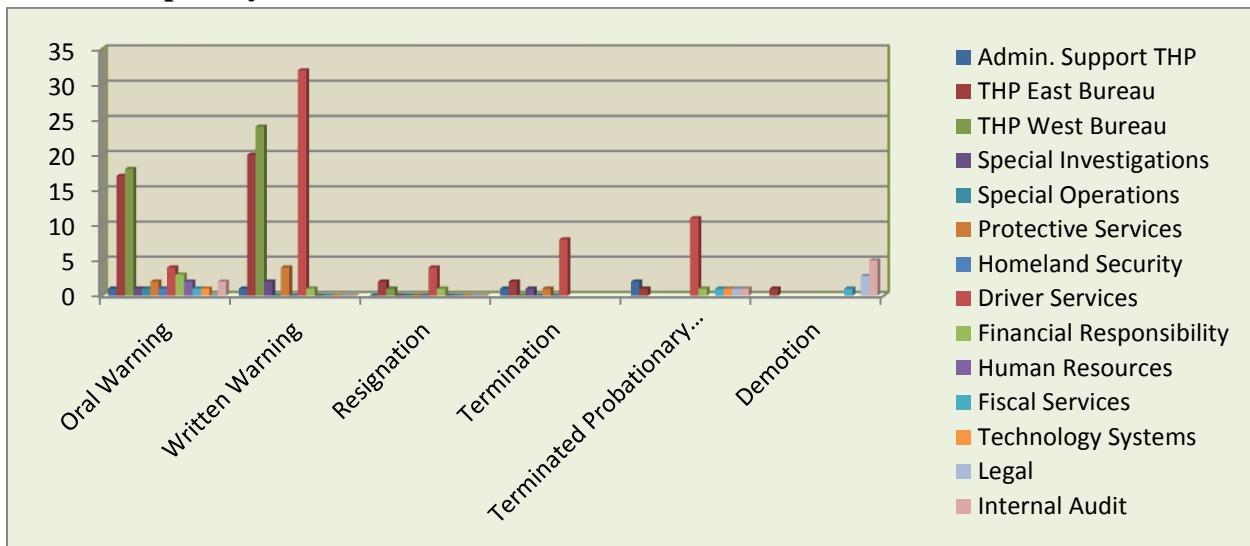
Distribution of Suspensions by Unit/District

The following graphics illustrate the breakdown by Unit/District for the 61 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Day	3 Day	5 Day	10 Day	15 Day	Total Suspension	Total Percentage Suspension
DS-Dist-1	1	1	0	0	0	0	2	3.4%
DS-Dist-2	1	0	1	2	0	0	4	6.5%
DS-Dist-3	1	0	1	2	0	0	4	6.5%
DS-Dist-4	6	1	0	1	0	0	8	13.2%
DS-Dist-7	1	0	0	0	0	0	1	1.6%
DS-Dist-8	1	0	0	0	0	0	1	1.6%
DS-Call Center	2	0	0	0	0	0	2	3.4%
Financial Responsibility	0	1	0	0	0	0	1	1.6%
THP-Dist-1	1	3	0	2	0	1	7	11.6%
THP-Dist-2	0	2	0	1	0	0	3	4.9%
THP-Dist-3	1	2	0	2	0	0	5	8.2%
THP-Dist-4	1	0	0	0	0	0	1	1.6%
THP-Dist-5	4	2	0	0	0	0	6	9.8%
THP-Dist-7	2	0	0	0	1	1	4	6.5%
THP-Dist-8	0	1	1	1	0	0	3	4.9%
Protective Services	0	3	0	0	0	0	3	4.9%
Special Investigations	1	4	0	1	0	0	6	9.8%
TOTALS	23	20	3	12	1	2	61	100.0%



Other Disciplinary Actions



	Oral Warning	Written Warning	Resignation	Termination	Terminated Probationary Employee	Demotion	Total
Admin. Support THP	1	1	0	1	2	0	5
THP East Bureau	17	20	2	2	1	1	43
THP West Bureau	18	24	1	0	0	0	43
Special Investigations	1	2	0	1	0	0	4
Special Operations	1	0	0	0	0	0	1
Protective Services	2	4	0	1	0	0	7
Homeland Security	1	0	0	0	0	0	1
Driver Services	4	32	4	8	11	0	59
Financial Responsibility	3	1	1	0	1	0	6
Human Resources	2	0	0	0	0	0	2
Fiscal Services	1	0	0	0	1	1	3
Technology Systems	1	0	0	0	1	0	2
Legal	0	0	0	0	1	0	1
Internal Audit	2	0	0	0	1	0	3
Totals	54	84	8	13	19	2	180



Oral Warning Distribution

Admin. Support THP	1	1.9%
THP East Bureau	17	31.3%
THP West Bureau	18	33.2%
Special Investigations	1	1.9%
Special Operations	1	1.9%
Protective Services	2	3.7%
Homeland Security	1	1.9%
Driver Services	4	7.4%
Financial Responsibility	3	5.6%
Human Resources	2	3.7%
Fiscal Services	1	1.9%
Technology Systems	1	1.9%
Internal Audit	2	3.7%
Total	54	100.0%

Written Warning Distribution

Admin. Support THP	1	1.2%
THP East Bureau	20	23.8%
THP West Bureau	24	28.6%
Special Investigations	2	2.4%
Protective Services	4	4.7%
Driver Services	32	38.1%
Financial Responsibility	1	1.2%
Totals	84	100.0%



Resignation Distribution

THP East Bureau	2	25.0%
THP West Bureau	1	12.5%
Driver Services	4	50.0%
Financial Responsibility	1	12.5%
Totals	8	100.0%

Termination Distribution

Admin. Support THP	1	7.7%
THP East Bureau	2	15.4%
Special Investigations	1	7.7%
Protective Services	1	7.7%
Driver Services	8	61.5%
Totals	13	100.0%

Terminated Probationary Employee Distribution

Admin. Support THP	2	10.4%
THP East Bureau	1	5.3%
Driver Services	11	57.8%
Financial Responsibility	1	5.3%
Fiscal Services	1	5.3%
Technology Systems	1	5.3%
Legal	1	5.3%
Internal Audit	1	5.3%
Totals	19	100.0%

Demotion Distribution

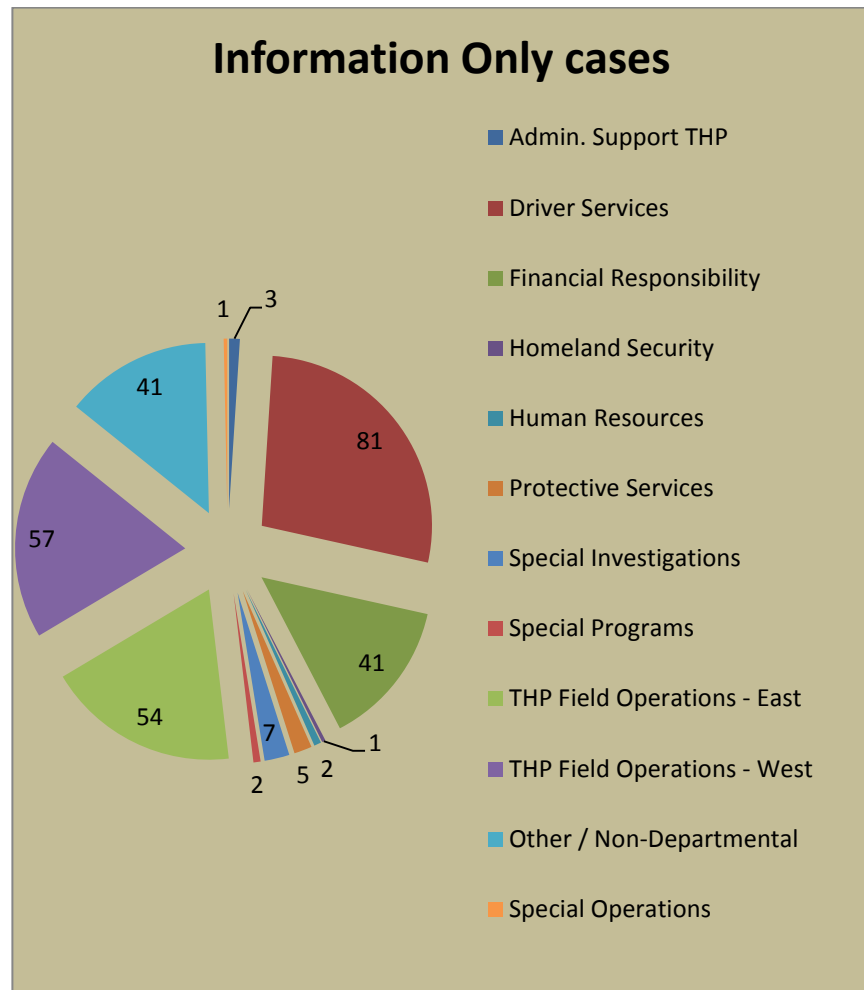
THP East Bureau	1	50.0%
Fiscal Services	1	50.0%
Total	2	100.0%



Information Only Cases

The Inspectional Services Bureau processed 295 Information Only (IO) cases in 2014. Cases that are categorized as an IO involve complaints that are minor in nature, requests for information, and complaints that are non-departmental in nature, but are tracked for informational purposes.

Unit Assigned	Amount
Admin. Support THP	3
Driver Services	81
Financial Responsibility	41
Homeland Security	1
Human Resources	2
Protective Services	5
Special Investigations	7
Special Programs	2
THP Field Operations - East	54
THP Field Operations - West	57
Other / Non-Departmental	41
Special Operations	1
Total	295



The data in the Other / Non-Departmental category includes requests for information, customer comments, and complaints that are outside the jurisdiction of the Department.

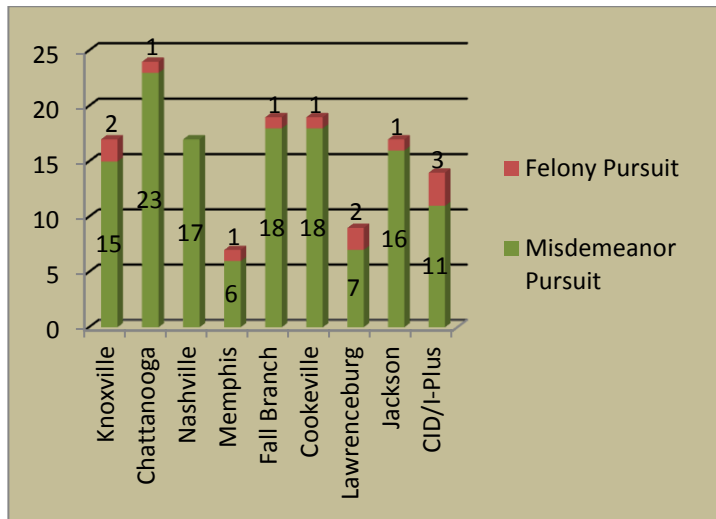
The Highway Patrol had the highest number of IO cases, followed by Driver Services and Financial Responsibility. Financial Responsibility had the largest increase in IO cases with 273%, followed by Driver Services with an increase of 50% and Highway Patrol with an increase of 17%. The other categories had only slight increases in the number of IO cases in comparison to the previous year.



Departmental Pursuit Data by District

The Department had 143 pursuits in 2014 compared to the 117 pursuits in 2013. This represents a 22.2% increase since the previous year. The following chart shows the number of vehicle pursuits by District for 2014.

District	Number	Percentage
Knoxville	17	11.9%
Chattanooga	24	16.8%
Nashville	17	11.9%
Memphis	7	4.9%
Fall Branch	19	13.2%
Cookeville	19	13.2%
Lawrenceburg	9	6.3%
Jackson	17	11.9%
CID/I-Plus	14	9.9%
Total	143	100.0%



Of the 143 Pursuits, 11 (7.7%) were initiated due to a felony BOLO, 7 (4.9%) a misdemeanor BOLO, 27 (18.8%) due to erratic driving or DUI, 45 (31.5%) were initiated for speeding, 40 (28.0%) were initiated for other traffic offenses, 3 (2.1%) were initiated at a check point and 10 (7.0%) were assisting another agency.

Type of Pursuit	# of Pursuits	% of Pursuits
Assisting Another Agency	10	7.0%
Check Point	3	2.1%
Erratic / DUI	27	18.8%
Felony BOLO	11	7.7%
Misdemeanor BOLO	7	4.9%
Other Traffic Offenses	40	28.0%
Speeding	45	31.5%
Total Pursuits	143	100.0%



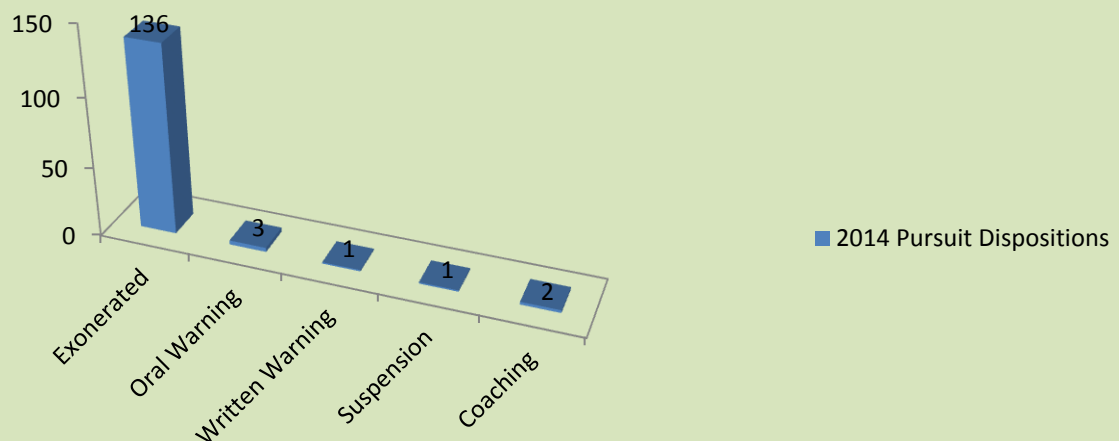
Pursuit Dispositions by District

During the 2014 calendar year there were 143 pursuits statewide. The chart below shows the disposition of those pursuits by District. In 136 of the pursuits, the Troopers involved were exonerated. Five (5) Troopers received a disciplinary action, and two (2) pursuits required the personnel involved to receive a performance coaching. Of the 143 pursuits, 8 (6%) of the pursuits ended in a patrol car crash, and only one (1) disciplinary action was taken.

The disciplinary action taken as a result of the pursuits includes three (3) oral warnings, one (1) two-day suspension, and one (1) written warning.

District	Exonerated	Oral Warning	Written Warning	Two-Day Suspension	Coaching	Total Pursuits
Special Investigations	13	1	0	0	0	14
Knoxville	17	0	0	0	0	17
Chattanooga	24	0	0	0	0	24
Nashville	17	0	0	0	0	17
Memphis	7	0	0	0	0	7
Fall Branch	19	0	0	0	0	19
Cookeville	17	1	0	0	1	19
Lawrenceburg	6	1	1	0	1	9
Jackson	16	0	0	1	0	17
Total	136	3	1	1	2	143

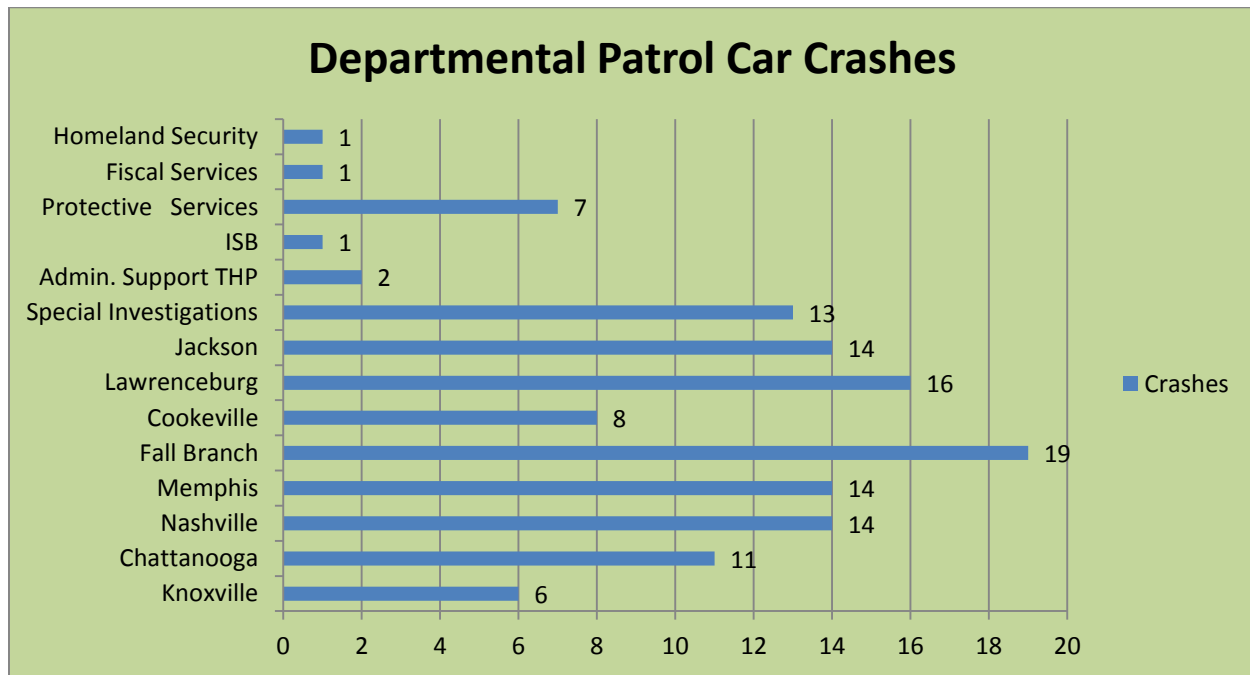
2014 Pursuit Dispositions





Patrol Crash Data

The Department had 127 patrol car crashes in 2014 compared to 138 patrol car crashes in 2013. This represents a decrease of almost 8% in crashes since the previous year. The following chart shows a breakdown of crashes by Districts.



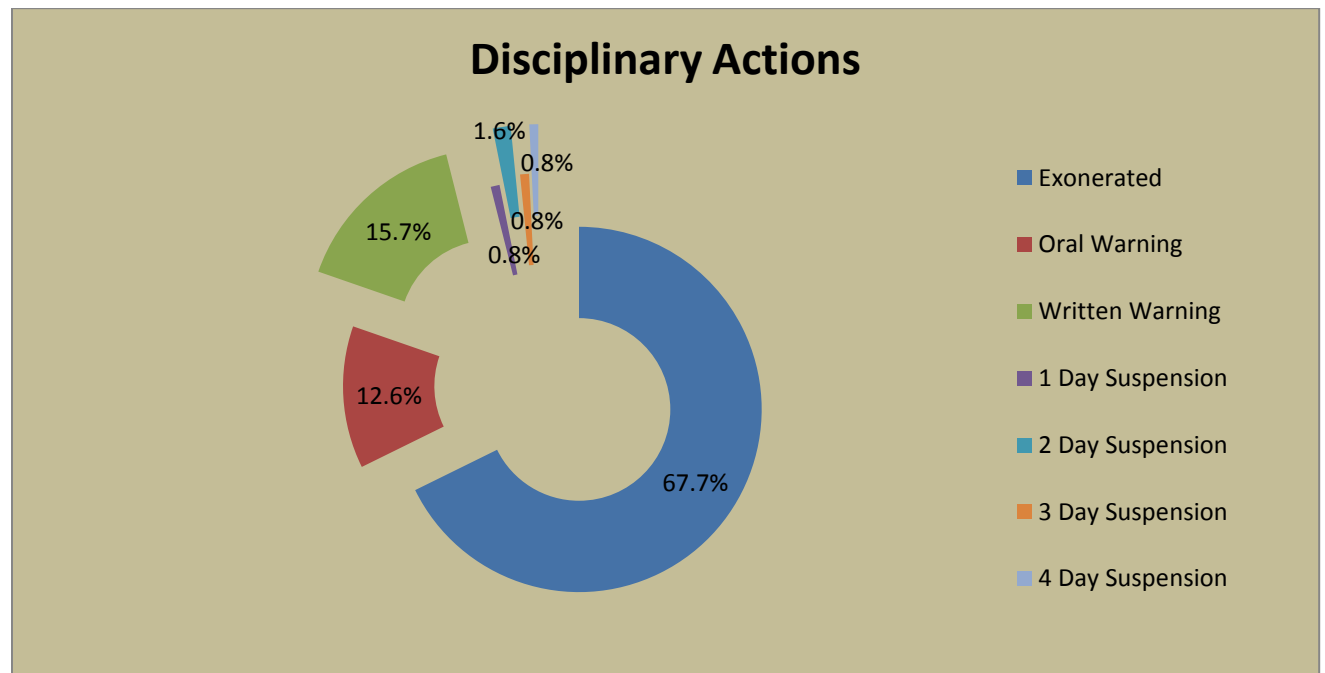
District	Total Crashes	% of Total
Knoxville	6	4.7%
Chattanooga	11	8.7%
Nashville	14	11.1%
Memphis	14	11.1%
Fall Branch	19	15.0%
Cookeville	8	6.3%
Lawrenceburg	16	12.6%
Jackson	14	11.1%
Special Investigations	13	10.2%
Admin. Support THP	2	1.6%
ISB	1	0.7%
Protective Services	7	5.5%
Fiscal Services	1	0.7%
Homeland Security	1	0.7%
Total	127	100.0%



Patrol Crash Disciplinary Actions by District

During the 2014 calendar year there were 127 Patrol Crashes statewide. The chart below shows the disposition of those crashes by District. The following chart shows a breakdown of crashes by Districts.

District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	4 Day Suspension	Total Crashes	% Crashes
Knoxville	4	0	2	0	0	0	0	6	4.7%
Chattanooga	6	1	4	0	0	0	0	11	8.7%
Nashville	9	0	4	0	1	0	0	14	11%
Memphis	7	3	4	0	0	0	0	14	11%
Fall Branch	12	4	3	0	0	0	0	19	15%
Cookeville	7	1	0	0	0	0	0	8	6.3%
Lawrenceburg	14	1	0	1	0	0	0	16	12.6%
Jackson	10	1	2	0	0	1	0	14	11%
Special Investigations	12	1	0	0	0	0	0	13	10.2%
Admin. Support THP	2	0	0	0	0	0	0	2	1.6%
ISB	1	0	0	0	0	0	0	1	0.8%
Protective Services	2	2	1	0	1	0	1	7	5.5%
Fiscal Services	0	1	0	0	0	0	0	1	0.8%
Homeland Security	0	1	0	0	0	0	0	1	0.8%
Total	86	16	20	1	2	1	1	127	100%

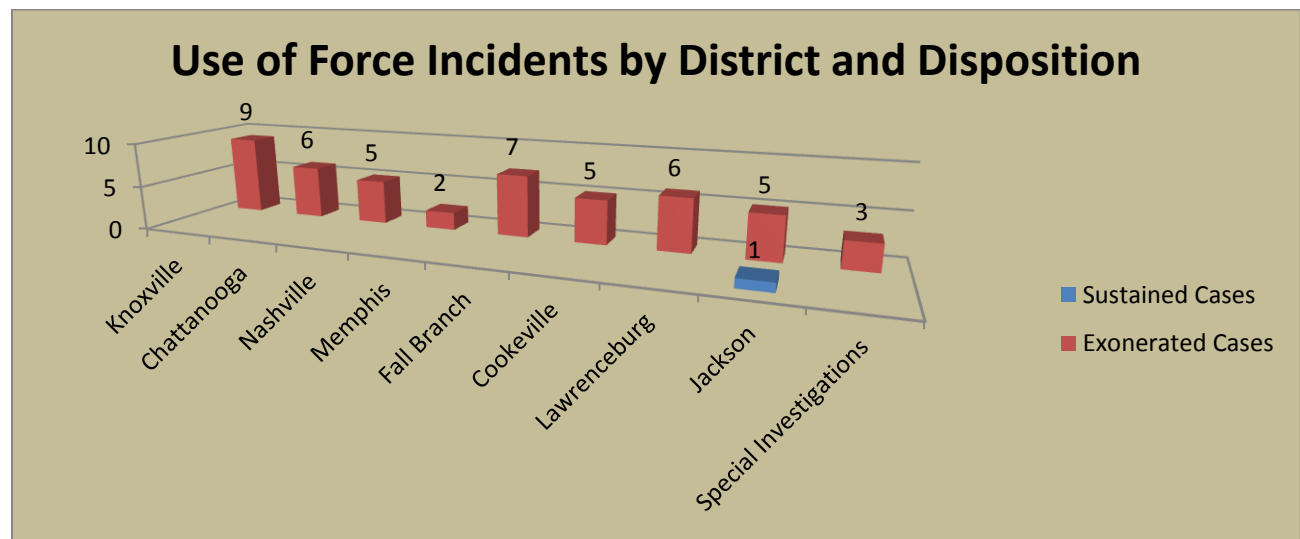




Use of Force Incidents

There were 49 Use of Force (UF) incidents in 2014, which resulted in a 16% increase in UF incidents when compared to 2013. All the incidents were within Departmental policies and procedures except for one incident. That specific incident resulted in the involved Trooper being issued a written warning.

District	2013 Exonerated Cases	2013 Sustained Cases	2013 Total	2014 Exonerated Cases	2014 Sustained Cases	2014 Total	2013/2014 +/- Change Number of Cases	2013/2014 Percentage Difference
Knoxville	6	0	6	9	0	9	+3	+50%
Chattanooga	0	0	0	6	0	6	+6	+600%
Nashville	14	0	14	5	0	5	-9	-64%
Memphis	2	0	2	2	0	2	0	0%
Fall Branch	5	0	5	7	0	7	+2	+40%
Cookeville	3	0	3	5	0	5	+2	+40%
Lawrenceburg	3	1	4	6	0	6	+2	+40%
Jackson	5	0	5	5	1	6	+1	+20%
Special Investigations	3	0	3	3	0	3	0	0%
Totals	41	1	42	48	1	49		

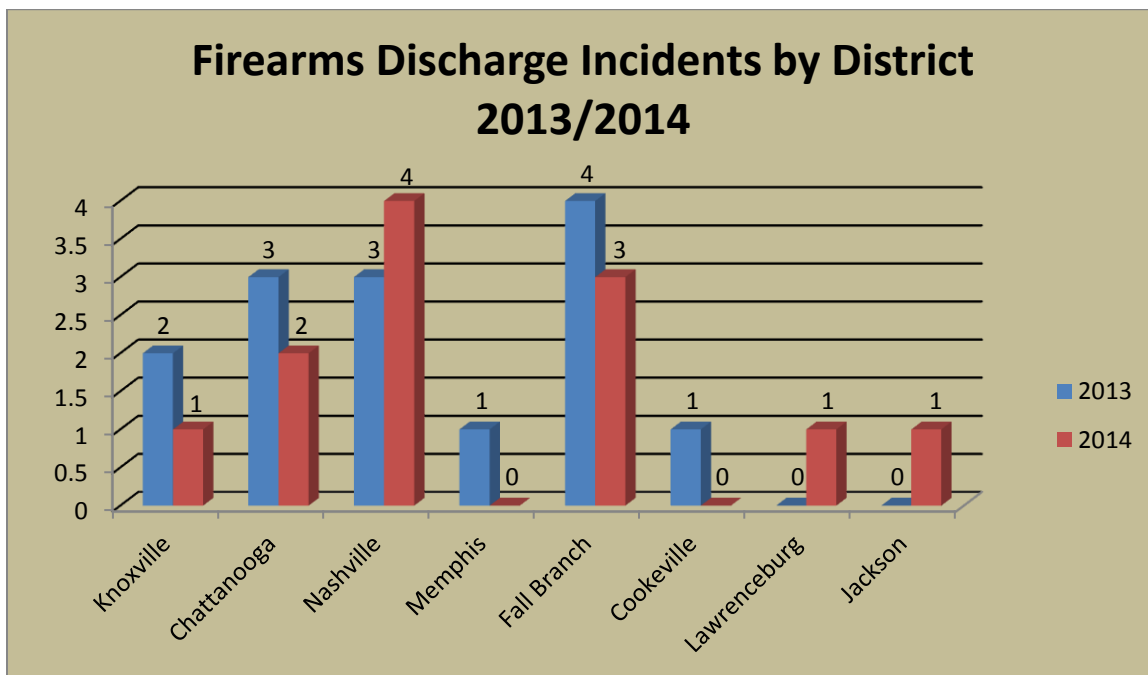


Of all the Use of Force incidents, nine (18.3%) occurred in the Knoxville District, seven (14.3%) occurred in the Fall Branch District, six (12.2%) occurred in the Chattanooga, Lawrenceburg, and Jackson Districts, five (10.2%) occurred in the Nashville and Cookeville Districts, three (6.1%) occurred in the Special Investigations District, and two (4.1%) occurred in the Memphis District.



Firearm Discharges

There were a total of eleven (11) firearm discharge incidents during the calendar year 2014. The number of firearm discharges that were exonerated is eleven (11). Of the exonerated incidents seven (7) involved an animal, one (1) incident was during a pursuit in which the officer was fired upon, one (1) incident was classified as an accidental discharge, and two (2) incidents occurred when a suspect raised his weapon and pointed it at officers. The graph below represents the statewide distribution of firearm discharge incidents.



Note: In 2014 there were no firearms discharge incidents in Districts 4 and 6.

District	Total Firearm Discharges	% Firearm Discharges
Knoxville	1	8.3%
Chattanooga	2	16.7%
Nashville	4	33.4%
Memphis	0	0%
Fall Branch	3	25%
Cookeville	0	0%
Lawrenceburg	1	8.3%
Jackson	1	8.3%
Total	12	100%

In 2014 firearm discharges decreased 21.4% when compared to 2013 firearm discharges. One-half of the firearm discharges occurred in each the THP West Bureau and THP East Bureau.



Early Intervention Alerts by District

District	Alerts	% of Alerts
Knoxville	17	13.2%
Chattanooga	22	17.1%
Nashville	13	10.1%
Memphis	0	0%
Fall Branch	9	7.0%
Cookeville	4	3.1%
Lawrenceburg	6	4.7
Jackson	26	20.2%
Protective Services	5	3.8%
Special Investigations	5	3.8%
Admin. Support THP	1	0.8%
Driver Services - 1	1	0.8%
Driver Services - 2	1	0.8%
Driver Services - 3	7	5.4%
Driver Services - 4	10	7.6%
Driver Services - 7	1	0.8%
Technology Systems	1	0.8%
Total Alerts	129	100%

In 2014 Early Intervention Alerts (129) increased 63.3% when compared to 2013 Early Intervention Alerts (79).

Of all the Early Intervention Alerts, 108 (83.7%) occurred in the THP District, 20 (15.5%) occurred in the Driver Services Districts, and 1 (0.8%) occurred in the Technology Systems section.



Workplace Harassment Complaints

The Department received eight (8) workplace harassment/hostile work environment complaints in this year. This amount is the same when compared to the complaints the Department received last year. The following data provides the disposition of the complaints received this year:

1. One (1) determined to be unfounded as a General Order 217 policy violation; however, found to be employee relations matters and was referred to the Human Resource Employee Relations Unit for resolution.
2. One (1) determined to be unfounded as no General Order 217 policy violation occurred. Case investigated processed under GO 216-2.
3. Three (3) complaints were determined to be unfounded due to an inability to corroborate the allegation(s).
4. Two (2) complaints were sustained and resulted in disciplinary action being taken against the accused employees. The disciplinary actions were:
 - a. An oral warning; and
 - b. A written warning and Respectful Workplace remedial training.
5. One (1) complaint was determined to be Inconclusive due to an inability to corroborate the allegation(s). Respectful Workplace remedial training was ordered.